

COMPENSATION OF POSTMASTERS AND POSTAL EMPLOYEES.

JANUARY 27, 1920.—Committed to the Committee of the Whole House on the state of the Union and ordered to be printed.

Mr. STEENERSON, from the Committee on the Post Office and Post Roads, submitted the following

REPORT.

[To accompany H. R. 15906.]

The Committee on the Post Office and Post Roads, having had under consideration H. R. 15906, to further reclassify postmasters and employees of the Postal Service and readjust their salaries and compensation on an equitable basis, and for other purposes, report the same back with the following amendment:

Strike out all of section 8, beginning on line 18 on page 4 and ending on line 18 on page 5.

The committee recommends that the bill, as amended, do pass.

The committee held extended hearings on H. R. 15419 and adopted sundry amendments thereto, which are incorporated in the present bill.

The object of the bill is to correct some of the inequalities that have developed in the administration of the reclassification act of June 5, 1920.

Section 1 readjusts the compensation of fourth-class postmasters in accordance with what we believe to have been the intention when the reclassification act was framed. The inequalities in compensation resulted from an attempt to put into permanent form the various provisions for temporary increases on a percentage basis, which had been passed in 1918 and 1919. In the following table is shown the present compensation and the compensation as it will be if the present bill is enacted:

Cancellations per quarter.	Act of June 5, 1920.	Amendment to 145 per cent on \$75, 70 per cent on next \$100, 60 per cent on remainder.
\$75.....	\$108.75	\$108.75
\$76.....	91.20	109.45
\$80.....	96.00	112.25
\$90.....	108.00	119.25
\$100.....	120.00	126.25
\$101.....	115.75	126.95
\$110.....	122.50	133.25
\$120.....	130.00	140.25
\$130.....	137.50	147.25
\$140.....	145.00	154.25
\$150.....	152.50	161.25
\$175.....	171.25	178.75
\$176.....	172.00	179.35
\$200.....	190.00	193.75
\$210.....	196.00	199.75
\$250.....	220.00	223.75
\$251.....	220.60	224.35
\$275.....	235.00	238.75
\$300.....	250.00	253.75
\$350.....	280.00	283.75

There are 41,000 fourth-class postmasters, and the total cost is estimated at \$900,000 or about \$22 per annum each. The balance of the section is made necessary by the fact that the law of 1919, granting temporary increases, provided that no post office should be advanced to the next higher class as a result of the increased compensation. As the increases are now made permanent it results that this provision must be repealed.

Section 2. The reclassification act provides for two grades of special clerks at \$1,900 and \$2,000 per annum, respectively. In administering the law the Post Office Department issued an order limiting special clerkships to distributors, and all then existing special clerks were given the option of taking the examinations for distributors or being assigned to fifth grade clerkships at a salary of \$1,800. The first sentence of this section 2 authorizes special clerks to be appointed from other divisions, as well as from distributors. The second sentence requires those demoted under said order to grade five clerkships to be given the designation and status of special clerks and assigned to the first or second grade, and further that clerks who have already been designated as special clerks shall not be demoted except for cause. The estimated additional cost of this provision is \$410,000.

Section 3 provides for \$300 compensation in excess of the highest paid carrier in the City Delivery Service for marine letter carriers in the Detroit River postal service. This compensation was formerly carried in the annual bills and should have been included in the reclassification act, but by mistake was omitted. It is recommended by the department. The additional cost will be \$1,500.

Section 4 provides for a differential of \$100 per annum between the compensation of foremen and clerks of the highest grade in post offices of the first class. It appeared in the hearings that there are 985 foremen drawing \$2,000 per year, and that it would cost \$98,500 to put this provision into effect. The department has no objection to it because there is this discrepancy at this time. The foremen receive \$2,000 and the special clerks receive \$2,000. The special

clerk, in addition, is paid for overtime and the foreman is not, so that the special clerk receives more than the man who has supervision over him.

Section 5 provides for a differential of \$100 per annum in the compensation between assistant superintendents of mails and foremen in post offices having receipts between \$1,000,000 and \$2,000,000. The omission of a differential of \$100 between these two places was undoubtedly by mistake, and this corrects it.

Section 6 provides for a differential of \$50 per annum compensation between assistant postmasters and the highest paid clerks in post offices of the second class. Here also the clerk, who is paid for overtime, while the assistant postmaster is not, receives more pay than the man who has supervision over him. The amount involved is \$31,700.

Section 7 is self-explanatory, and the authorization was asked for by the department both in the annual report of the Postmaster General and at the hearings before the committee, to enable the department to repay clerks and carriers who, by reason of a decision of the Comptroller of the Currency, had been compelled to refund to the department money allowed them for overtime work performed on Sundays intervening between June 5 and July 1, 1920. The amount involved is \$100,000.

Section 8 extends the time in which the Joint Commission on Postal Service shall make its report to Congress.

